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DEPARTMENT OF HIGHWAYS EMPLOYEE'S NEWSLETTER

May 1982

Legislative Studies Progressing

The debate over highway funding during the last Legislative Session focused a great deal of legislative attention on the Department of Highways. The Legislature authorized several committees and studies to examine the Department. This month I would like to inform you of the progress of these studies to give you an idea of why both this office and the Division Administrators haven't spent as much time in the field as we would like.

The group most focused on highway has been the Joint Subcommittee on Highways, chaired by Representative John Harp. Since November, the Highway Committee has given all its attention to coming up with a highway funding proposal. Prior to the November Special Legislative Session, the Highway Committee had concentrated on reviewing the financial district law and reviewing the role of the Highway Commission. The Highway Committee has developed a tentative proposal for highway funding that includes: increased fuel taxes, a portion of coal and oil severance taxes, and increased gross vehicle weight fees. The Highway Committee is expected to make a final recommendation on a funding package early this summer.

The legislative committee with which the Highway Department has spent the most time, is the Interim Finance Committee, chaired by Senator Ed Smith. The 1981 Legislature mandated that the Department develop several management systems in order to justify the Department's budget. The Department is required to report to the Interim Finance Committee every three months on the progress in developing these systems. These reporting sessions have been far ranging in subject and have required extensive research and preparation. I anticipate at least several more meetings with the Finance Committee before the 1983 Legislative Session.

The 1981 Legislature also directed the Legislative Auditor to conduct a performance audit of several programs in the Department. That audit should go to the Legislative Audit Committee within the next couple of months and will focus on the construction program,

organization of the Department, the financial district law, and the role of the Highway Commission. In addition, a performance audit of the Motor Pool and a complete financial audit of the Department are in the final stages.

The Department has also been involved with an Interim Legislative Committee studying the State's transportation problems and the Coal Tax Oversight Committee which is considering highway funding as a potential use of coal tax revenue.

In addition, the Governor created a Transportation Advisory Council to study all of Montana's transportation needs. The Advisory Council was formed several months ago and selected highway funding as its top priority. A highway subcommittee of the Governor's Transportation Advisory Council has developed a highway funding proposal that is very similar to the one described above from the Legislative Highway Committee. This group will make final recommendations to the Governor this fall.

All in all, a fair number of committees, groups and concerns that the Department has to respond to; however, I believe the effort well worth it as we are getting a far better understanding of highway problems and the need for changes to support Montana's highway program.

The effort keeps several staff people very busy and I would like to thank those who put in the extra effort and time, often on short notice and without knowing why the information is needed, for helping us to keep up with the process.

ANNUAL EQUIPMENT AUCTION

The Department of Highways' annual surplus equipment auction will be held in Helena at the new Shop Complex, 2701 Prospect, on June 12, 1982. Frank Bass of Lewistown will be the auctioneer.

This year's auction is expected to be the largest the Department has held, with almost every type of equipment the Department uses being available for sale, including excess office and survey equipment, obsolete parts and tools and other miscellaneous items. We expect the proceeds from the sale to exceed \$200,000.00. All income realized from the sale of surplus equipment will be returned to the revolving fund for equipment to be used to purchase replacement equipment.

Last year's auction had net proceeds of \$145,306.00 and previous years' sales have ranged between the \$100,000.00 and \$200,000.00 mark.

All surplus equipment will be made available for prior sale, first to other State agencies, then to cities, counties and other tax supported entities. Equipment not sold to other public agencies will then be sold at the auction.

Equipment lists and auction brochures will be available for distribution by the last week of May. Interested parties should contact the Equipment Bureau, Ext. 2758.

RETIREMENTS

Recent retirees with over 30 years of service with the Department include: Stanley L. Brown, Choteau, 34 years, 3 months; Edward R. Mans, Great Falls, 31 years, 10 months; William T. Murphy, Lewistown, 40 years, 2 months; and Howard A. Stockwell, Kalispell, 33 years, 1 month. Other retired employees are Leroy E. Anderson, Wolf Point, 24 years, 2 months; Robert C. Blewett, Missoula, 18 years, 3 months; and Edward Osweiler, Great Falls, 11 years.

Improving Yourself Committee Talks with Wicks

On Monday, April 12, the Improving Yourself Committee met with Director Gary Wicks to discuss employee concerns and Department morale.

Committee members raised the issues of credibility, morale, reorganization, and layoffs. Wicks said that he felt he was being as honest as he could be and was informing employees of details of all developments as quickly as possible.

Wicks expects no significant improvement in morale within the Department until most major decisions concerning reorganization have been made. As stated in the last issue of the newsletter, the structure of reorganization should be outlined sometime near July. Once the functions of the District Engineers and the Field Offices have been established, additional layoffs or relocation of employees can then be determined.

The Director stated that a continuing interest is to strengthen management. He relies on supervisors to share with their employees information discussed in staff meetings and to keep employees informed of any advancements toward the implementation of reorganization. With this cooperation, he hopes to minimize the existing uncertainty.

During this period of transition, Wicks encouraged employees to keep an open line of communication with supervisors by asking questions and pursuing answers until employees understand what is happening.

The Improving Yourself Committee was formed to benefit the headquarter's employees, and functions as a sounding board for them. Committee members are Mark Baum, Construction Bureau; Jo Anne Eschler, Word Processing Bureau; Rosemary Graveley, Materials Bureau; Sandy Kirschenmann, Legal Division; Doug Morgan, Traffic Unit; Betty Taylor, Civil Rights Unit; Colleen Vetsch, Director's Office; and, Kathy Wenzek, Information Unit.

Concerns should be directed to one of the committee members or can be submitted as a letter to the editor of the **Interchange**. In either case, in order for these issues to be addressed, we must be able to communicate with the employees. Therefore, if you have a genuine concern, please let us know about it and be sure to sign your name.

The next Improving Yourself program on "Attitudes" will be held on June 10, at 11 a.m. and noon in the auditorium.

PERSONNEL ANNOUNCEMENTS

The following personnel selections have been made by Administrator Don Gruel, and Construction Bureau Chief Mackey, as the result of reorganization.

- Butte: Gary Gilmore, Assistant Construction Supervisor, will be Acting Construction Supervisor in Butte.
- Glendive: Bob Webb has been appointed as Acting Chief, Field Maintenance Bureau at Glendive.
- Great Falls: Carl A. Swanson has been selected for the Chief, Field Maintenance Bureau position at Great Falls.
- Havre: Hazen Flickinger has been selected to fill the Chief, Field Maintenance Bureau position at Havre. William Freeman will assume the construction duties in the Havre Division.
- Kalispell: Ed Johnson will transfer from Havre to assume the duties of Chief, Field Maintenance Bureau. Jim Weaver has been appointed to Acting Construction Supervisor at Kalispell.
- Lewistown: Charles Klimper, Construction Supervisor, Billings will assume the Lewistown Division Construction duties.
- Miles City: Bruce Russell will assume the construction duties in the Miles City Division.
- Wolf Point: William Strizich has been selected to fill the Chief, Field Maintenance Bureau of Wolf Point. Mr. Strizich will temporarily assume both maintenance and the construction duties in the division.



Meiers Named Billings District Engineer

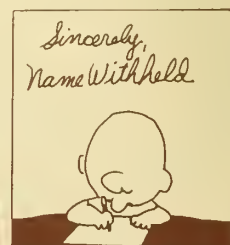
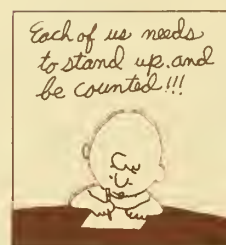
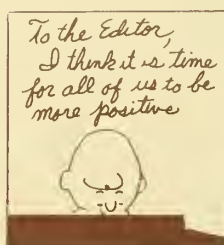
Duane L. Meiers was recently selected by Director Gary Wicks to supervise the new Billings District.

Meiers, 54, has been with the North Dakota Department of Highways for 28 years. For eight of those years, he was district engineer for the Fargo District. In that position, he was responsible for planning, directing and coordinating all activities, including the initial organization of the new district. Meiers is the only one of the new district engineers who has previous experience supervising an entire district.

Most recently, Meiers was construction engineer for the Fargo area. He was born and educated in North Dakota and is registered as an engineer and land surveyor in Montana and North Dakota.

Meiers and his wife have two grown children and are looking forward to living in Billings.

During each of the next several issues of the **Interchange**, we will profile another of the new district engineers.



Take Your Choice Burn-Out or Health

Stress is necessary to life. Stress can kill. Stress is normal. Stress is abnormal. Confused? Countless articles are written, classes and discussions are held, and everyone wants to know how to deal with stress. If we can't define it, how can we handle it?

Stress is the interaction of your mind and your body.

Stress can cause incredible reactions as pleasant as viewing a ninth inning rally for the home team or is disastrous as a heart attack, alcoholism, or severe depression. Stress can save your life when it causes you to jump out of the path of an oncoming vehicle. When one can't find an effective solution to handle a stressful situation, uncertainty or strangeness, stress will increase and persist in taking its toll physically and mentally. Constant, unrelieved stress can lead to a multitude of health problems.

We do a variety of things to cope with stressful situations, snack, smoke, drink, take an aspirin, watch t.v., or travel. These efforts alleviate the symptoms for a short time but don't really affect the basic cause. What if you could recognize that stress is causing you a problem? If you look for a quick means to "come to grips" with a problem, chances are it won't help. To find and relieve the stressful source of the problems, you must make changes in the way you think, feel, and act.

By understanding that **you** are the main source of your problem, you can begin to change and overcome stressful situations.

Gain Self Knowledge Habits and our conditioned reactions control almost everything we do, think, feel, perceive; mind, body and behavior. Habit controls what and when you eat, how you work, what you do for pleasure, who you choose for friends, how you perform tasks of living. Often habits are harmful; abuse of food, alcohol, drugs and disregard for safety are obvious by their results.

Become aware of your habits. Control your behavior by not letting habits automatically determine your response. Gain control of your behavior by becoming aware of three kinds of habits.

(1) Mental habits which make you feel angry, depressed, frustrated, happy, relaxed, and satisfied.

(2) Behavioral habits which determine work, diet, activity, and sociability.

(3) Physiological habits which control your breathing, heart beat, and other body functions.

In future issues, awareness and control of attitude, activity and diet habits will be discussed to help you maintain control of stress.

Take The Burn-Out Test

Look back over the past six months. Have you been noticing changes in yourself or in the world around you? Think of the office . . . the family . . . social situations.

Allow yourself about 30 seconds to answer each question. Then assign a number from 1, for no or little change, to 5, for a great deal of change, to designate the degree of change you perceive.

1. Do you tire easily? Feel fatigued rather than energetic?
2. Are people annoying you lately by telling you, "You don't look so good lately"?
3. Are you working harder and harder and accomplishing less and less?
4. Are you increasingly cynical and disenchanting?
5. Are you often invaded by a sadness you can't explain?
6. Are you forgetting appointments, deadlines, personal possessions?
7. Are you increasingly irritable? More short-tempered? More disappointed in the people around you?
8. Are you seeing close friends and family members less frequently?
9. Are you too busy to do even routine things like make phone calls or read reports?
10. Do you feel disoriented when the activity of the day comes to a halt?
11. Are you suffering from physical complaints (aches, pains, headaches, a lingering cold)?
12. Is joy elusive?
13. Are you unable to laugh at a joke about yourself?
14. Does sex seem like more trouble than it's worth?
15. Do you have very little to say to people?

Very roughly, now, place yourself on the Burn-Out Scale. Keep in mind that this is merely an approximation of where you are, useful as a guide on your way to a more satisfying life. Don't let a high total alarm you, but pay attention to it. Burn-out is reversible, no matter how far along it is. The higher number signifies that the sooner you start being kinder to yourself, the better.

The Burn-Out Scale

0-25	You're doing fine
26-35	There are things you should be watching
36-50	You're a candidate
51-65	You are burning out
over 65	You're in a dangerous place, threatening to your physical and mental well-being.

-from "BURN-OUT: The High Cost of High Achievement" by Dr. Herbert J. Freudenberger with Geraldine Richelson, published by Anchor Press-Doubleday. Copyright 1980 by Herbert J. Freudenberger, Ph.D., And Geraldine Richelson.

Possible Physical Outlets for Stress

Golf · The annual Highway Department golf tournament is held each year in Kalispell. Tentative dates for this year's tournament are July 31-August 1. Dennis Foy, Helena, is helping to organize the tournament again this year. In the past Bill Hebert and Howard Stockwell, now both retired employees, were the major organizers.

Softball · This annual event is usually held the Saturday after Labor Day which would be September 11th this year. This interagency tournament is held in Helena and organized by tournament managers, Jerry Smith of the Department of Natural Resources & Conservation and Don Breiby of Publications & Graphics. Last season, members of the Highway Department that helped organize teams were Larry Brazda, Louis LaFloe, and Nels Wilkins. Interested employees can contact one of these people.

Bowling · The Department of Highways bowling tournament was recently held in Miles City, May 1st and 2nd. Next year the tournament will be held in Helena with John Davis of the Traffic Unit as acting tournament manager.

Running · This year, Oregon has challenged all Departments of Transportation to a 10 kilometer road race during National Transportation Week. Last year was the first year that Montana participated. This year the race will be held May 18. Interested employees should contact Marty Beatty from Project Management.

GET INVOLVED!

Research

If you are interested in further information about stress, or burn-out, a related phenomenon, the following books are available through the state library or your inter-library loan program.

Burnout: The High Cost of High Achievement, Dr. Herbert J. Freudenberger with Geraldine Richelson, Anchor Press-Doubleday & Company, Inc., New York, 1980.

Burnout: From Tedium to Personal Growth, Ayala M. Pines and Elliot Aronson with Ditsa Kafry, The Free Press, New York, 1981.

Management Stress, Dr. Leonard Moss, Addison-Wesley Publishing Co., Massachusetts, 1981.

Stress and the American Woman, Nora Scott Kinzer, Anchor Press-Doubleday & Company, Inc., New York, 1979.

Government Employees Insurance

The State of Montana offers a group health, life and dental insurance program to its employees. The State presently contributes \$70 per month towards this cost and will increase this to \$80 after July 1, 1982.

State law dictates that the Department of Administration will administer the plan and it establishes an advisory council to make recommendations to the Department of Administration on the health insurance plan.

The council is appointed by the Governor and consists of three executive branch employees; one legislative, two union representatives, and is chaired by a Department of Administration employee. John Prebil, Deputy Director, is one of the executive branch representatives.

The present group health and dental insurance plan, underwritten by Blue Cross of Montana, became operational on July 1, 1979. The Life Insurance portion is underwritten by Northwestern National Life Insurance Company.

Blue Cross experienced losses in excess of \$3 million on the health portion of the plan in 1980 and 1981. The present year's plan has been operating at a slight profit. The dental plan has been losing money since its inception. The life insurance is operating at a slight profit.

Last August, the advisory council took drastic steps to gain stability for the plan and avoid huge future losses. They increased the employees share of costs from 10% to 20%, with \$100 deductible per person per year, for a maximum of 3 per family. Employees now receive 80% of covered health insurance benefits after paying the first \$100 of health cost. If an employee or beneficiary pays a total of \$500 out-of-pocket for health insurance costs, the plan provides for no additional costs to be paid by the employee for the remaining months of the policy year (August 1 through July 31). Blue Cross pays claims on the basis of usual, customary and reasonable charges made by a doctor for specified areas. If the doctor's bill is in excess of the usual, customary and reasonable amount established by Blue Cross for an area, the employee must pay for this excess. It is not considered a part of the maximum deductible to be paid by the employee. Several instances of employee discontent have been heard over the past months on the rates Blue Cross has paid on some doctor's bills. When this occurs, an employee should question the doctor on why he charges so much and ask him to reduce it. Reviews have been made of the Blue Cross rate structure and only a few instances of improper payment have been found. Blue Cross will be requested to alter its rate schedule more than

once a year at its May 14 bargaining session for next year's contract. Employees experiencing problems with Blue Cross payment should direct inquiries to Ron Sundsted, Department of Administration, Helena, MT.

A new plan for Blue Cross participation has been in effect since August 1, 1981. That is, Blue Cross pays claims from a special account and is reimbursed for that amount plus a 9% administration fee. The State of Montana retains all monies paid by the employees and the State in a bank account and draws interest on that sum, and those sums remain in that account until Blue Cross draws on it. The interest earnings will be used to offset future rate increases. Blue Cross guarantees the State that it will stand any loss and that the rates are guaranteed for a year. Any profit is kept by the State and is used to offset future rate increases.

TRAINING PROGRAM FOR FEMALE TRUCK DRIVERS

The DOH is developing a pilot program to train females for the Under Five Ton Truck Driver position.

A needs assessment will be distributed to all DOH female employees in the near future to determine the interest level for the program. If there is not enough interest shown, the program will be opened to RIF employees who express an interest in the program.

A maximum of 10 participants will be selected for the initial session of the course. Interested female employees should possess some qualifications for the position such as the capability of driving a dump truck; ability to perform basic vehicle maintenance; able to lift objects up to 60 lbs. with an occasional requirement up to 94 lbs. Previous experience and a desire to do this type of work will also be considered.

The course will last three days. Female employees selected would be required to take annual leave or leave without pay to participate in the program. The course will be conducted at a point central to the majority of the students. It is hoped rooms in private homes will be provided for those needing a place to stay to minimize expenses.

Some of the topics to be covered during the course include orientation to non-traditional work roles; preventive maintenance; snowplow operation; behind-the-wheel driving experience; safety material.

Films, slides, videocassettes and hands-on situations will be used to reinforce the classroom material. Printed handouts will also be distributed covering the various areas of the course. The program was designed by a committee comprised of Bob McTaggart, Betty Taylor, Vicky Koch, Roy Symons and

Dave McLaughlin. Any questions concerning this program may be addressed to any of the above committee members.

What is a Pavement Management System?

The term Pavement Management has become popular in recent years. In a broad sense, it includes the entire spectrum of interrelated activities that are involved in providing pavements. These range from the planning or programming of investments through to design, construction, maintenance and in-service evaluations.

To properly manage pavements and make intelligent decisions, managers must have proper tools to make cost effective decisions. All states have a pavement management system of some sort in operation, but many systems can be improved upon. The Department of Highways' Administrators have decided our system can be improved upon and have made the decision to develop a Pavement Management System along the lines of current state of the art practices. L. S. "Buck" Harris has been appointed Project Manager to develop the system with the aid of a technical committee, advisory committee and many Department personnel.

The Montana PMS will be a straightforward approach which brings together the following processes:

- Inventorying pavement conditions such as extent and severity of cracking, rutting, flushing, patching on every mile of pavement in the state we maintain.
- Inventory the rideability of pavements with a ride meter capable of determining roughness in numerical terms.
- Analyze the inventory data.
- Identify appropriate repair strategies for each section of highway found deficient.
- Identify cost effective strategies and reasonable alternatives for candidate projects.
- Organize candidate pavement projects for each Montana Division, for each Financial District and on a statewide basis.

By incorporating these elements in a structured system approach, program levels and trends for rehabilitation can be quantified and justified. The PMS will assist in programming and scheduling improvements according to departmental rehabilitation policies and promote a more consistent level of pavement performance statewide. It will have the flexibility to respond to program level constraints and level of service decisions without altering the basic engineering logic.

More articles on the subject will come in future issues of **Interchange**.

DOH Civil Rights Accomplishments Cited

Areas of the DOH that are involved with Title VI include: Planning and Research, Pre-construction, Construction, Right-of-Way, Materials, Administration and Education and Training. It also covers the people the Department has dealings with such as: contractors, subcontractors, suppliers, consultants, cities and counties, universities, and the general public.

Each of the above-mentioned areas within the Department involved with Title VI are responsible for developing a plan to implement Title VI for their respective area. The latest revision of the Department's Plan was submitted to the Federal Highway Administration in Denver in December of 1980. The FHWA commended the DOH "for the effort that was put forth in developing the most thorough and comprehensive Title VI Plan in Region 8 since the requirement to submit plans was promulgated."

All areas of the DOH involved in Title VI have recently completed the annual compliance review. Recommendations were made to help each area.

Some of the accomplishments by the DOH in the past year included:

1. Development of a training policy by the Safety and Training Bureau.
2. Development of a training tracking system by the Safety and Training Bureau.
3. Development of a slide presentation by the Right-of-Way Bureau for Field Right-of-Way Agents concerning their Title VI duties and responsibilities.
4. More cooperation between the Bureaus and MBE Program Managers in locating minority/female Business Enterprises.
5. Development of a resource list by the Construction Bureau to assist field division personnel in locating minority/female Business Enterprises.

Also, in the past year the DOH has improved its overall status as far as Title VI Compliance because of the following:

1. Better Title VI documentation by the Bureaus.
2. More cooperation between the Bureaus and the Civil Rights Unit.
3. Training provided by the Civil Rights Unit in the area of Title VI Compliance.
4. More interaction between the MDOH and the Division FHWA.

Cooperation is the key to Title VI Compliance. The MDOH has been working with the new Title VI Program for over a year now and all areas are making a "Good Faith Effort" to comply with Title VI.

If any one has questions concerning Title VI, call the Civil Rights Unit at 449-4723.



THE FLEXIBLE GOAL

The Flexible Goal was first identified by Joseph A. Califano, Jr., Secretary of Health, Education and Welfare, in the early spring of 1977. He was striding along the banks of the Potomac, deep in thought, pondering the distribution of Federal aid for higher education. Already acclaimed as a man of action, Mr. Califano wanted to be still better known as a man of affirmative action, but the path to that reputation was filled with potential pitfalls. His task was to fix certain numerical quotas without actually fixing the quotas numerically: a tough assignment.

Then suddenly he spied in the grass beside the river a friendly reptile, comfortably curled against a weeping willow. It was the Flexible Goal, a shapely and sinuous creature, dressed in jade green and carrying an abacus. Mr. Califano peered into the creature's melting eyes and saw that his problems were solved. For the Flexible Goal was his heart's desire.

This Goal is not a Goal, exactly. Neither is it a quota, precisely. The Flexible Goal feeds on specific percentages but it never gives birth to numbers, absolutely. A mature Flexible Goal asks only to be pursued in good faith; it is not to be captured, this year or next; it is only to be sought after or aspired to.

For the bureaucratic sportsman who abhors quotas, the Flexible Goal makes the perfect companion. It is capable of coiling, uncoiling, sliding, slipping, amending, revising, perpetually nearing—it defies definition. In the world of affirmative action, it is the

symbol of rubbery rigidity, the sign of positive vagueness.

Reprinted from "A Political Bestiary"; Eugene McCarthy, James Kilpatrick and Jeff MacNelly; McGraw-Hill.

New Personnel Handbook

A Personnel Handbook has been distributed in Helena and the Division offices.

The handbook summarizes the rules, laws, policies and procedures relating to personnel that affect Department employees and supervisors.

It is a ready reference for answering questions concerning personnel matters.

Distribution of the handbook was to supervisors through the Unit Manager level. Contact your supervisor if you would like to see a copy.

The Handbook was designed to be updated periodically as changes in personnel rules occur.

Parlez vous?

Individuals of many nationalities contact the Governor's office, frequently requiring an interpreter.

Governor Schwinden has asked us to locate employees who would be willing to act as an interpreter. If you speak or write a foreign language fluently, particularly Japanese, and would be available to interpret, give your name and number to Marilyn D'Arcy in the Personnel Division, 449-2070.

Update: Maintenance and Construction Management Systems

The development of Maintenance and Construction Management Systems are progressing on schedule.

The construction system has been developed by Bergstrahl Associates with Bob Newman as Project Manager. Implementation workshops are scheduled to begin May 5 in Great Falls. By May 21 five Division workshops will be completed and field implementation will begin. The Consultant and Department headquarters staff will guide and assist field Division supervisory personnel during implementation and provide follow up guidance through March 1, 1983, when full implementation will be complete. Principle goals of the system are:

- develop planning standards relating to engineering staffing for construction engineering of highway projects
- to estimate staffing needs by month to determine the best mix of permanent and seasonal construction Engineering employees.
- develop annual construction budgets based on planned amounts of work.
- prepare weekly manpower work schedules to use manpower effectively.
- identify, evaluate and recommend improved work methods through a work methods improvement committee.
- determine critical training needs and develop training program to satisfy needs.

The Maintenance Management System is being developed by the consulting firm of B.T.M.L. from Falls Church, Virginia. Marty Rissel is Project Manager for the firm. Development is approximately 75% complete.

During the month of May seminars are being held throughout the state to introduce MMS to all maintenance employees. In late June training on how to implement the system will begin in the Bozeman Division. Bozeman Maintenance personnel will test the system during the month of July, and in August the system will be modified to correct any deficiencies found during the pilot test. In September training will begin in the ten other Maintenance Divisions. The consultants and state personnel will assist in implementing statewide from September through February 1983 when the entire State Maintenance operation will be operating under the new system.

The primary objective of the project is the development and implementation of a management system that will result in more efficient and economical use of resources by:

- developing performance standards which describe the maintenance activities, the procedures to be followed, the men, equipment, and materials to be used, and the rate of production to be achieved.
- the determination of work loads by inventorying the maintainable features and establishing a level of service for each feature to be maintained.
- budgeting and allocating resources to meet the predicted work load.
- planning and scheduling work activities on a weekly, monthly, and yearly basis.

Congressional Activity

Legislation has been introduced both in the Senate and the House of Representatives to continue the Surface Transportation Act which expires this year. Hearings on these bills began last month with the major issue being revenue to expand highway funding. The house proposal would authorize a spending level that would anticipate \$5 billion each year in new revenues. In the Senate, S. 2315 would not include new revenues for the Highway Trust Fund. The \$5 billion in new revenues required in the house draft bill would likely come from an increase in federal user fees. A proposal to increase federal user fees has been tendered in recent months by Secretary of Transportation Lewis, but has not gained the approval of the White House. The house bill would provide funding levels ranging from \$12.2 billion in fiscal 1983 to \$14.4 billion in fiscal year 1986. The senate version would authorize \$8.6 billion in fiscal year 1983 and \$10 billion in fiscal year 1987. The house bill would use the new funding to accelerate completion of the Interstate System and to nearly double the funding for Interstate resurfacing (4R).

In extending the Federal Aid Highway Legislation, lines are being drawn on several issues. The formula for distribution of Interstate resurfacing funds was a major issue in last years one year extension of the highway act. The controversy comes over whether the formula should be weighted more to interstate mileage or the amount of traffic. A formula that considers traffic would hurt states like Montana that have many miles of interstate highway but relatively light traffic compared to more urbanized areas.

Another issue to be resolved in drafting new legislation is the future of the Urban and Secondary proposals. The Senate proposal would broaden these programs to be called Urban and Rural programs. These new programs would be available for local units of government to use for most roads and

streets and would not be limited to just the secondary and urban systems. The proposed legislation for the urban and rural roads would also increase the states matching rate from 25% to 50%. In Montana, this would double the amount of state funds to be used on the urban and secondary systems.

Other provisions of these proposals that would impact Montana include: a requirement for tougher laws to enforce the 55 mile an hour speed limit and a requirement that resurfacing and reconstruction of any federal aid highway be to federal design standards.

Who Works for the Highway Department?

Have you ever wondered what the average age of your fellow Highway employees is, or how many employees serve in the various field locations? Well here are the statistics that will help you determine, once and just for now, just who an "average" employee is.

1. The employees in the various age categories are: 18 to 30 = 280; 30 to 49 = 496; 40 to 50 = 524; 50 to 60 = 448, and 60 to 65 = 103.
2. How many employees are female, how many are male?
Female - 175; Male - 1,564
3. Employees broken out into job categories are:
Administrators/Officials = 39
Professionals = 322
Technicians = 502
Protective Serve = 65
Para-professional = 18
Clerical = 84
Skilled Craft = 356
Service/Maintenance = 343
4. Employees longevity status follows:
Under 5 years - 557
5 to 10 years - 308
10 to 15 years - 255
15 to 20 years - 229
20 to 25 years - 219
Over 25 years - 236
5. The employees in the various field offices include:
202 in Butte, 157 in Missoula, 128 in Great Falls, 128 in Billings, 112 in Kalispell, 96 in Bozeman, 79 in Lewistown, 76 in Havre, 71 in Glendive, 57 in Wolf Point.

Montana State Library



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750 copies of this newsletter were produced at a cost of \$.20 each.

Rae Childs, Public Information Officer, Editor